**Revised:** 28 July, 2015

|  | **Africa RISING West Africa – Responses to Mid-term Review Recommendations** | | |
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| **Review recommendations** | **Country** | **Action/Response** |
|  | **Project design and implementation strategy** | | |
| 1. | The recent draft logframe should be finalized including measurable indicators  for each output, and guided by a “theory (or hypothesis) of change”. | Mali & Ghana | The draft log-frame is being finalized. Measureable indicators have been provided for each output. |
| 2. | R4D platforms urgently need to be operationalised in order to return to the planned bottom-up, demand-led approach envisaged for this Programme. | Mali & Ghana | In Ghana, two district level R4D platforms have been established in Bongo and Kassena-Nankana (Upper East), Savelugu and Tolon/Kunbungu (Northern region) and Nadowli and Wa West (Upper East region) – making a total of six platforms (Sub-activity RT1-Gh-1.2). The executives of the platforms in each region have held meetings and identified key research activities that are being considered in the implementation of the activities. A key constrain has been manpower for the facilitation of the platform.  Mali two R4D platforms were established at a commune level in Koutiala and Bougouni. Another two lower level platforms have been established in association with the Technology Parks at Flola in Bougouni district and M’Pessoba in Koutiala district (Sub-activity RT1-Ma-1.1)  A key constraint has been manpower for the facilitation of the platforms. In 2015, an agreement has been reached with FARA to assist with capacity building for the facilitation of the platforms.  In Mali, a local NGO, AMEDD, is leading the process of IP establishment at district and village levels |
| 3. | Links between platforms to be formed at different levels need to be clarified | Mali & Ghana | In Ghana, the 25 community level IPs and are directly linked to the six district level platformsbecause representatives of all actors at the community level platforms are elected to thethe district level platforms.  In Mali, the two existing commune level plat forms are linked to the two village level platforms established at the villages were the Technology Parks are located. |
| 4. | Budgetary provision should be made for platform identified and prioritised research activities. | Mali & Ghana | Funds have been allocated to platform identified and prioritised research activities. See 2015 budget for activities RT1-Gh and RT1-Ma in the 2014-2016 workplans. |
| 5. | Africa RISING project in Mali should modify its implementation strategy to include at least two hubs linkedto villages in adjoining communes to provide a wider learning opportunity and to integrategovernment research and development organisations as soon as possible. | Mali | The project implementation strategy in Mali has been modified.Two technology parks and associated have been established at M’Pessoba village in Koutiala and the Flola village in Bougouni district . (See Activity RT1-Ma-1) |
| 6. | Activities in both Ghana and Mali should be linked to those of the R4D platforms in an annual learning cycle of community engagement,joint planning, implementation, learning and review. | Mali & Ghana | In both countries, R4D meetings are being alinged to the annual learning cycle of community engagement, joint planning, implementation, learning and review. |
|  | **Situation analysis and programwide synthesis** | | |
| 7. | Cost-benefit analysis of SI innovations should be established as routine procedures to be undertaken both before and after farmer testing using research protocols as a guide. This analysis should take into account the use of draft animals, labour availability and use, especially the labour of women and children. | Mali & Ghana | This recommendation is being addressed by activities RT1-Gh-2 and RT1-Ma-3 in the 2015 workplans in both countries.  In Ghana, cost-benefit analysis, benefit cost ratio and gross margins have already been estimated for several technologies.  In Mali, the newly hired socio-economist has started working on cost-benefit analysis, benefit cost ratio and gross margins. |
| 8. | R4D Platform purposes and functions need to be clarified and agreed by participants with facilitation provided for their establishment  and operation. | Mali & Ghana | In Ghana, the purpose and functions of the R4Ds were discussed at the annual planning and review meeting in March 2015. Expertise for the facilitation of the R4Ds is limited among the research teams. Arrangements are being made to collaborate with FARA to provide the necessary expertise, and to build capacity of selected members of the various R4Ds in facilitation.  AMEDD is leading the facilitation of IPs in Mali backstopped by ICRAF. The purpose and functions of the R4Ds were discussed and clarified during the meetings conducted in Koutiala and Bougouni Districts in May 2015. |
| 9. | Platform members must be informed on progress and agree future priorities. | Mali & Ghana | Platform executives were invited to the 2015 review and planning meeting of the West Africa project in March 2015. In Ghana, the R4D Platform members are invited to the regional research team meetings, farmers’ field days and other relevant events.    In Mali, the site coordinators have created direct contact with platform members through weekly meetings for update of progress of activities. |
|  | **Cereal-legume-vegetable cropping systems** | | |
| 10. | Since most trials other than those including rice are located on top lands opportunities for SI in low lying wetland valley bottom areas guided by WPs on NRM should be explored. | Mali & Ghana | Opportunities for growing cereals and vegetable on low land during the dry season are being explored. Using the lowlands during the rainy season for cropping is risky due to flooding. |
| 11. | Seek opportunities for improved dry season vegetable production when prices are highest. This will require accessing water from wells and rainwater harvesting, and exploring wetland use.These activities should provide opportunities to link Africa RISING WA with bi-lateral projects concerned with small-scale irrigation. | Mali & Ghana | In Mali dry season vegetable production is planned within the established technology parks (See Sub-activity RT2-Ma-2.2).  In Ghana, AVRDC is responding to this recommendation through Sub-activity RT2-Gh-5.1. IWMI is partnering with AVRDC and IITA to evaluate small-scale irrigation options for dry season vegetable production (See Activity RT4-Gh-1). Links have been established with the Small-scale Irrigation Innovation Laboratory to test different irrigation options and sources of water for dry season cropping. |
| 12. | Channel farmer requests for more assistance (seed, fertilizer, tractors/bullocks, livestock etc.) through R4D platforms. | Mali & Ghana | In Mali, farmers’ needs are discussed at the district-level R4D platforms in Bougouni and Koutiala, and the two village-level platformsestablshed at the locations of the technology parks.  In Ghana, farmers’ requests are channeled through the community and district level R4D platforms. |
| 13. | In Mali, link ICRAF’s indigenous tree and food bank activities with AVRDC work  on vegetable production and include IER expertise. | Mali | IER has been included in the implementation of the project activities (See Activities RT1-Ma-2 and RT5-Ma-3 in the 2014-2016 workplans). The technology park approach has facilitated integration of activities and multi-disciplinary research. A joint research protocol was established among ICRISAT, ICRAF and AVRDC to integrate acivities on the ground. |
|  | **Livestock and livestock-cropping systems** | | |
| 14. | Ensure that livestock management SI practices, which do not lend themselves to the “Technology Park” approach, can be effectively evaluated by farmers and used for training. | Mali & Ghana | Livestock and integrated crop-livestock SI practices are being expanded to in both countries to build the capacity of farmers. In Mali, ILRI, ICRISAT and IER are addressing this recommendation through joint activities on feed resources.In Ghana, collaboration with the Animal Production and Veterinary Services Division of the Ministry of Food and Agriculture is being strengthened to address this recommendation |
| 15. | Address the requests of farmers, especially women, for additional research and development on small ruminants and poultry, giving attention to high mortality and non-responsive feeding trials. | Mali & Ghana | Please see responses to recommendation number 14. In Ghana, this recommendation is beingaddressed under activities RT3-Gh-1 to RT3-Gh-6. |
| 16. | Accelerate and integrate research on animal feed opportunities including use of crop residues and improved feed preservation measures, improved use of fallows with dual purpose crops and fodder trees, and high density crop population thinning and leaf stripping. | Mali & Ghana | Please see response to recommendation number 14. In Ghana, this recommendation will be addressed by Activities RT3-Gh-1 to RT3-Gh-6.  In Mali the recommendation will be addressed by activity RT3-Ma- 1. |
| 17. | Consider the best use of animal manure and urine, maximising collection and investigating alternative application methods. | Mali & Ghana | In Ghana, this recommendation will be addressed under activities RT3-Gh-1 to RT3-Gh-6. |
| 18. | Identify and address livestock health delivery systems, facilitating links between vets and Community-based Livestock Workers, animal owners and livestock marketing agents. | Mali & Ghana | Please see responses to recommendation number 14. In Ghana, this recommendation will be addressed under activities RT3-Gh-1 to RT3-Gh-6. |
|  | **Natural resource management systems** | | |
| 19. | Demonstrate S & W technology options in the “Technology Parks” (Ghana) and proposed “hubs” (Mali). | Mali & Ghana | In Ghana, this recommendation is being addressed under activities RT4-Gh-1 and RT4-Gh-3 by IWMI and RT4-Gh-3 by CIAT. Activity RT2-Ma-2.2 is partly addressing the recommendation in Mali.  In Mali we set-up in-field S&W technology options in the two established technology parks. Experimental plots were established and biophysical data has been monitored from control and treatment fields beginning of the growing season (July 2015). |
| 20. | Ensure the necessary economic calculations are made for both trade-off analyses of land restoration and for farming systems modelling. | Mali & Ghana | This recommendation is beingaddressed by activities RT1-Gh-2.1 in Ghana. In Mali, it is beingaddressed in activities and RT1-Ma-3.1 and RT4-Ma-5. |
| 21. | Provide the necessary support for identifying (opportunistic) options for  dry season irrigation of vegetables and other high value crops. | Mali & Ghana | See responses to recommendation 11. |
| 22. | Develop links with other system- related CRPs especially the Dryland, Humidtropics and Water Land and Ecosystems Programmes. | Mali & Ghana | In IITA, Africa RISING is mapped under the Humidtropics CRP. Africa RISING is linked to the Dryland and Water, Land and Ecosystems CRPs through joint activities implemented by ICRISAT and IWMI. Links have also been established with the Sustainable Intensification Innovation Laboratory led by Kansas State University. |
| 23. | In Mali, ensure that work on local conventions governing NRM and conflict resolution are raised at appropriate fora. At the same time individual villages and/or communities could be encouraged to use the conventions for community land use planning. Local conventions governing water use should be included as part of the ongoing ILRI work. | Mali | The recommendation is being addressed in activities: RT4-Ma-2.3 and RT4-Ma-3. |
| 24. | In Mali, ensure that SI combination technologies (contour bunding, fodder grass and tree planting) are appropriately located as demonstrations within “hubs”. At the same time care should be taken that these do not exacerbate soil erosion problems by sourcing app ropriate expertise. | Mali | This is being addressed under activity RT4-Ma-4 (See 2014-2016 Workplans). |
| 25. | Ensure appropriate reporting and learning arrangements for joint projects such as the McKnight Foundation-funded and ICRISAT-led project in Mali working in areas adjacent to Africa RISING target areas. | Mali | The 2012 and 2013 interim and final technical reports of the Africa RISING project in Mali included synergies with the McKnight-funded project. Joint trials are being planned with FARMSEM in Bougouni under activity RT2-Ma-1. |
|  | **Improving household nutrition** | | |
| 26. | Review data held globally on nutritional status of populations. Link with international research institutions covering maternal and child health, and production and nutrition linkages. | Mali & Ghana | The nutritional status of the populations at the intervention communities is well documented in the summary reports of the baseline survey by the Community Nutrition Department of the University for Development Studies and the Food Research Institute in Ghana. The baseline survey report by IFPRI also provided data on nutritional status of the populations at the intervention communities in Ghana and Mali. Possibilities for collaboration with the Noguchi Medical Research Center and Medical Schools of the University for Development Studies and University of Ghanaare being explored. |
| 27. | Draw up detailed plans, including sampling/ research designs as soon as possible and establish links with relevant national health and nutrition programmes to ensure scaled outcomes. | Mali & Ghana | This recommendation was partly addressed in a joint workshop for the Ghana and Mali nutrition teams at Ougadugou in January where past activities were reviewed and new activities planned. In Ghana, possibilities for collaboration with the Noguchi Medical Research Center and Medical Schools at the national universities are being explored. The Nutrition Department of the Ghana Health Services and the Women in Agricultural Development arewill be a key partner in the implementation of nutrition activities in Ghana. |
| 28. | AVRDC, UDS and IER should prepare a comparative research program cutting across Ghana and Mali focused on children of 24 months and under, pregnant women and different household categories. | Mali & Ghana | Druing the joint planning workshop for the Ghana and Mali nutrition teams at Ougadugou in January, the teams agreed on activities RT5-Gh-1.4 and RT5-Ma-2 which are cross-cutting. |
| 29. | In Mali, the nutrition schools appear to have produced a few success stories in 2012. If a sample of participants can be identified, a systematic study designed or learning should assess the hypothesis that Nutritional Schools stimulate changes in cropping patterns. | Mali | The Mali nutrition team agreed to address this recommendation under activity RT5-Ma-1 at the Ougadougou meeting. |
|  | **Scaling and Delivery of Integrated Innovation** | | |
| 30. | Commence Investigation of wider adoption/adaptation of tested innovations in order to learn more about the performance of SI technologies, to plan future related research, and to contribute to research on appropriate scaling approaches. This should include “Networking Mapping” of who is using which technologies or elements of technologies, where, why and how these are being modified by different farmer or household categories. | Mali & Ghana | This is recommendation is beingpartly addressed under activity RT1-Gh-2.2 in Ghana.  In Mali, scalable technological options were identified during the monthly meeting conducted in June. Implemented technologies at the two technology parks were considered for scaling-up in the intervention villages. A seminar was given to partners on the scaling options. Later 380 farmers were identifeid for scaling options in each district of Bougouni and Koutiala. |
| 31. | Establish and formalise links with USAID bilateral projects including ADVANCE (Phase 2) and ATT in Ghana, and routinely inform USAID bilateral missions of Africa RISING activities. | Ghana | The Africa RISING Chief Scientist has met with senior staff of ADVANCE and ATT on the 13th and 16th March respectively to discuss collaboration. Staff from ADVANCE and ATT were invited to the planning and review meeting of the West Africa project in March. The integrated soil fertility management expert from ATT attended.  At the project meetingss,it was agreed that the Africa RISING-ADVANCE collaboration will focus on: 1) demonstrations on combinations of *Rhizobium* inoculation and fertilizer management on soybean productivity, and 2) use of cowpea as a cover crop for integrated soil fertility management. With ATT, it was agreed that Africa RISING and ATT will agree on 2-3 proven integrated soil fertility management technologies for scaling. Further meetings were heldin April with ATT to fine-tune the activities and agree on details of implementation. Memoranda of Understanding will be signed between Africa RISING and both development projects to facilitatecollaboration. |
|  | **Monitoring and evaluation** | | |
| 32. | Routinely assemble socially disaggregated data on project participants. This may require links with institutions and social researchers experienced in evaluation for learning, for backstopping and within-programme training. | Mali & Ghana | In Mali, the recommendation is being addressed for the ICRISAT trials in. In Ghana, the geo-referenced households database developed in 2013 has been updated. A Afriac RISING gender specialist was recruited in March to assist with the collection of socially disaggregated data.  In Ghana, the agricultural economist has been linked to a sociologist who couldassist with data collection. |
| 33. | Undertake studies on how technology is being incorporated into existing farming activities and livelihoods and undertake comparative case studies of household resource allocations,especially food following uptake of SI systems. These studies require engaging in discussion with household members by a social scientist and agronomist with strong backgrounds in mixed methods research. | Mali & Ghana | Refer to responses to recommendation numbers 30 and 32. |
| 34. | Question hypotheses underpinning the program including the value of combined improved crop varieties and agronomic practices for income and food security compared with single technologies. | Mali & Ghana | The revision of the program hypotheses is being discussed at the program level. |
| 35. | Question issues of gender interpreted as women’s issues and prepare a program of gender research around technology that does not limit women or men to specific technologies and/or approaches. Activities carried out under ii) should provide insight but should also include a review of literature on households and gendered livelihoods in Ghana. | Mali & Ghana | Africa RISING gender specialist has recently been recruited for the project. She is collaboratingwith the agricultural economist to address this recommendation. |
|  | **Communication and knowledge management** | | |
| 36. | Consideration should be given to targeting R4D platforms and farmer groups | Mali & Ghana | The platforms and farmers groups are being considered in the communication and knowledge management. For example, farmers’ field days are organized for all partners, especially the community-based farmers’ groups. Recommendations from the R4D PLATFORMSare also factored in the implementation of project activities and types of technologies promoted.  The new Afriac RISING Communication speialist has developed a communication startegy for Africa RISING which takes care of the recommendation. |
| 37. | Ensure appropriate use of PMMT by scientists, addressing concerns of access for  publications. | Mali & Ghana | IFPRI will provide anotrher short-course on PMMT for activity leaders in Mali and Ghana in August 2015. |
| 38. | Follow up on data sharing between different institutions and incorporating data from different sources including NARS into PMMT. | Mali & Ghana | Data sharing is a condition in all sub-contracts to partners. This has been a major challenge with most of the national partners, which is being gradually addressed.. |
|  | **Research partners** | | |
| 39. | Improve working arrangements by limiting unnecessarily lengthy and complex compliance arrangements and making timely arrangements for funding. | Mali & Ghana | This recommendation is being addressed through timely preparation of workplans and budgets.. Timely disbursemrnt of funds depensd on timly submission of financial and technical reporst by the sub-grantees. |
| 40. | Encourage more integrated activities and avoid “silo” approaches by both research and development partners, especially in Mali. | Mali | The Mali team has modified the implementation strategy by adopting the technology park approach which has facilitated inter-center collaboration, and inter-disciplinary and integrated research. |
| 41. | Improve communication by initiating: a calendar of upcoming events and visits; regular meetings to discuss administrative issues and staff concerns; a series of seminars / short workshops to share the expertise that exists across the programme allowing lessons to be shared with other R&D partners. This might include CRP, but especially “Water Land and Ecosystems” with regards to NRM. | Mali & Ghana | In Mali, regional team meetings involving all partners are organized every month to improve communication at the country level. In Ghana, these meetings are yet to become regular. |
| 42. | Ensure CG centres work closely with NARS scientists. This goes beyond joint planning and implementation, graduate training, and short-term courses but should include mentoring and encouraging ownership of research results. This task should be made easier by expected USAID financial support for SARI in Ghana. | Ghana & Mali | The collaboration between CG centres and national partners in both countries is being strengthened through joint mentoring and joint publishing. In Ghana, partners are being encouraged to analyze and publish their research results with little success so far. |
|  | **Development partners** | | |
| 43. | Agree on a clear vision of Africa RISING pathways that begin with farmers and other agric- sector actors in the design and roll out of the research agenda, and promotion and dissemination of research outputs. | Mali & Ghana | A clear vision of the impact pathway will be briefly presented in the revised project document. It is also prepared at the program level for next phase. |
| 44. | Ensure USAID-Ghana and USAID-Mali and their bilateral projects are informed about Africa RISING activities and formalise close working relationships with them. This includes IFDC-ATT and ACDIVOCA-ADVANCE in Ghana, and FARMSEM, vegetable/nutrition, NRM and value chain projects in Mali. | Mali & Ghana | Please refer to response to recommendation 31. In Ghana, meetings have been held with ADVANCE and ATT to plan joint activities and to sign Memoranda of Understanding. In Mali, joint Africa RISING/FARMSEM trials are being planned in Bougouni for 2015. |
| 45. | Development partners should be encouraged to establish demonstration plots in communities adjoining Africa RISING target communities. | Mali & Ghana | In Ghana, ATT is demonstrating some Africa RISING recommended technologies (e.g., cereal-legume strip cropping, rotation and intercropping) in communities outside the Africa RISING intervention communities. |
| 46. | Involve MOFA in Ghana  in facilitation of R4D platforms, encouraging other  development partners to be an integral part of the platforms. | Ghana | MoFA facilitates the R4D platforms in Nadowli and Wa West Districts. There is need for capacity building in facilitation. |
| 47. | Involve NGOs in Mali in facilitation of R4D platforms, encouraging other development partners to be an integral part of the platforms. | Mali | R4D Platforms are run by two local NGOs, AMEDD in Koutiala and MoBioM in Bougouni district |
| 48. | Ensure two way feedback of research results through MOFA in Ghana and NGOs in Mali to R4D platforms and farmers on results of research and priorities for the next two years. | Mali & Ghana | Please see response to recommendation 37. In Mali, IPs at district level and commune level are used to disseminate research results and feedback sessions. In Ghana, the recommendation was discussed at a meeting with MoFA district directors of agriculture. It was agreed that the AEAs and Extension officers will liaise with the research scientists to ensure two-way feedback of results. |
| 49. | In Ghana, ensure AEAs working with Africa RISING are informed well in advance of protocols and associated activities. Logistical arrangements including travel, fuel costs and irregular payments need to be addressed. | Ghana | The experimental protocols were discusssed well in advanced of the cropping season at regional meetings with the district directors of agriculture and AEAs. Travel and fuel costs for AEAs and other partners were budgeted for each activity (see Activities RT2-Gh-2, RT3-Gh-2 and RT5-Gh-1 in the 2014-2016 Workplans). Timely delivery of reports and invoices is also being emphasised to avoid delays in payment of fuel cost and travel cost. |
| 50. | In Ghana, address farmer concerns about land preparation difficulties, access to and high costs of inputs especially fertilizer and pesticides. | Ghana | Small-scale machinery options for land preparation, seeding and fertilizer application are being exploredin collaboration with ADVANCE and ATT. Two types of seeders have been introduced and are being demonstrated. Farmers are beinglinked up to input dealers through theh R4D platforms to address the high cost of inputs. |
| 51. | Provide more research support for small ruminants and poultry production and crop processing needs. | Mali & Ghana | In Ghana, activities on livestock (RT3-Gh-1 to RT3-Gh-6) and post-harvest (RT5-Gh-2 and RT5-Gh-3) processing are being expanded in collaboration with the Ministry of Food and Agriculture, IITA and ILRI. In Mali, ICRISAT, ILRI and IER are jointly undertaking on-farm livestock activities. |
| 52. | In Mali, address farmer requests for inter-farm visits and field days. | Mali | Field days and in-country exchange visits are planned in 2015 in Ghana and Mali |
|  | **Management** | | |
| 53. | Address the difficult institutional arrangements related to mode of operations, fund transfers and reporting schedules by ensuring an accountable, responsive funding and reporting system that maximises timeliness in line with seasonal requirements. This includes streamlining procedures for approving and modifying WPs. | Mali & Ghana | The Africa RISING coordinator will ensure that IITA will release an advanced amount to ICRISAT before the official signature of the contract.. This will speed up the disbursment of funds from ICRISAT to partners in Mali. In 2015, workplans and budgets were already at an advanced stage for dsiscussion the review and planning meeting. Before partner sub-contracts can be issued by IITA and funds disbursed, the Steering Committee needs to approve the workplans. Reporting is aligned with reporting deadlines for IITA to the donor. Reports are not bound to a season, repaorting has to be done at specific dates to allow IITa to report timey to USAID. This ahs been explained to partners, especially AVRDC, who have off-seaons field activities. |
| 54. | At the same time partner organisations with limited administration capacity should be provided with on-the-job mentoring in addition to normal training to ensure reports are submitted on time | Mali & Ghana | In Mali, ICRISAT is working with MOBIOM in preparing technical reports since they do not have staff who write English well. Other local partners, like AMEDD are also getting support from ICRISAT and ILRI. Eleven finance officers were trained for three days here in Samanko in July to improve their institutes financial reporting  In Ghana short-courses have been organized on data analysis an presentation for partners to assist with reporting. Also, an IITA accountant was sent to SARI to build their capacity on IITA’s requirements for financial reporting. |
| 55. | Ensure that absence of in-country CG partners does not result in clumsy sub-sub-contracts. Where national institutions have limited capacity greater use of local regional consultants should be considered. At the same time budgets need to be closely matched with expected work. | Mali & Ghana | All attempts have been made to ensure that budgets match expected work. Consultants are being used to implement some activities in Ghana. In Ghana, IITA has contracted research assistants on behalf of partners not present in the country. |
| 56. | Re-engage with IER in Mali, using their expertise where capacity allows and build capacity for sustainability. | Mali | This has been adressed. IER is currently the main partner of the Africa RISING program in Mali. |
| 57. | Improve communication with SARI in Ghana, especially as SARI is an IITA partner  in a number of projects. IITA should consider establishing a liaison office at SARI. | Ghana | The Chief Scientist met SARI’s director, scientists and accountants involve with the implementation of the project to discuss effective implementation of activities. Key among these are the analysis and publication of results from completed experiments for which funds were over a period of two years. We are still awaiting the draft papers. |
| 58. | Complete the draft logframe with output and outcome indicators and incorporate a “theory of change” in line with the vision. | Mali & Ghana | This is being undertaken. |
|  | **Availability of human resources for successful implementation** | | |
| 59. | Minimise the number of short-termpart time senior researchers through hiring sufficient senior technical staff. | Mali & Ghana | In Mali, ICRISAT is working to free few scientists with limited engagement and increase the contribution of others with better time allocation. Hiring additional staff is beyond the available budget. |
| 60. | Support new staff by linking them with mentors and provide resources for short cross-team meetings of disciplinary and interdisciplinary teams. | Mali & Ghana | In Mali, new staff are being mentored on arrival. In Ghana, new staff are mentored by the regional coordinators, the Station Administrator and the Chief Scientist. |
| 61. | Ensure existing human resources notably national staff are supported with adequate transport and research assistance. | Ghana | An additional vehicle and four motor-bikes have been purchased to facilitate transport of staff and graduate students. |